



United States Army Dental Command

CIVILIAN HUMAN RESOURCES UPDATE

October 2008

DIRECT HIRE AUTHORITY

The use of the direct hire authority authorized for dentists, hygienists, dental assistants and lab technicians remains available during continuing resolution acts (CRAs). Once the final fiscal year 2009 Defense Appropriation Act is signed we will enter a “lapse period” while associated delegations are issued. During this timeframes, selecting officials will need to coordinate with their local CPAC to have clinical candidate resumes forwarded to the Army Medical Cell at Rock Island Arsenal. The MEDCELL will issue a certificate of eligibles to fill permanent positions. Your servicing CPAC which will issue job vacancy announcements and certificates of eligibles for term or temporary positions.

KEY NSPS DATES

All NSPS employees should have their performance plans updated in My Biz by 10 October 2008. Rating officials and higher level reviewers should have their input complete by 25 October 2008. Performance payouts will be effective 4 December 2009.

TWO VERSIONS OF PAA TO BE AVAILABLE

During the first quarter of 2009, users will have access to versions 2.0 *and* 3.0 of the Performance Appraisal Application (PAA). When accessing the tool, users will be prompted to select which version they wish to use. Individuals should select version 2.0 to finalize ratings for the FY08 performance cycle. This will ensure that all previously input information remains available. When creating new performance plans for the FY09 cycle, individuals should use version 3.0. The new version includes several helpful enhancements including the ability to copy/modify last years plan instead of having to create it from scratch.

PAY POOL RATING DISTRIBUTION FORMULA

The rating distribution formula used for all command NSPS positions has been updated for this performance cycle. The chart below outlines the final rating and share amount employees can expect to receive based on their average NSPS rating. This year all employees that receive a 3.0 rating will receive two shares (vs. one last year).

Average Rating	Final Rating	Share
4.76 – 5.00	5	6
4.51 – 4.75	5	5
4.01 – 4.50	4	4
3.51 – 4.00	4	3
3.00 – 3.50	3	2
2.51 – 2.99	3	1

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